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NASA Procedural Requirements

COMPLIANCE IS MANDATORY FOR NASA EMPLOYEES**NPR 3792.1D**

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Expiration Date: May 14,
2023[Printable Format \(PDF\)](#)

Subject: NASA's Plan for a Drug Free Workplace (Updated w/Change 2)

Responsible Office: Office of the Chief Human Capital Officer

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Chapter 1. General

1.1 General Provisions

1.1.1 E.O. 12564 established a condition of employment for all Federal employees to refrain from using illegal drugs on or off duty.

1.1.2 It is NASA's goal to maintain a workplace that is free of illegal drugs and eliminate illegal drug use by all employees both on and off duty. To achieve this objective, the Agency has established a comprehensive drug-prevention program that includes:

- a. Emphasis on prevention through supervisory training and employee education, employee counseling and assistance (reference NPR 1800.1, chapter 5), and voluntary drug testing for all employees.
- b. Opportunity for rehabilitation for employees who are using illegal drugs.
- c. Assurance of personal dignity and respect for employee privacy.
- d. Counseling or rehabilitation in lieu of disciplinary action against employees for illegal drug use when the employee voluntarily admits to illegal drug use, obtains counseling or rehabilitation in accordance with this directive, and refrains from any future use of illegal drugs.

1.1.3 Employees assigned to positions that require drug testing (i.e., a Testing Designated Position (TDP)), are subject to random testing for the use of illegal drugs.

1.1.4 All employees are subject to reasonable suspicion drug testing, post-accident drug testing, and/or unsafe practice drug testing regardless of the TDP designation of their position.

1.1.5 While it is the Agency's intent to assist employees' efforts to overcome drug-related problems, the use of illegal drugs will not be tolerated.

1.1.6. Active participation and support of labor organizations can contribute to the success of this program. Management will seek ways in which recognized bargaining unit representatives might assist in program implementation, such as in acquainting employees with rehabilitation facilities and by enhancing employee confidence in the program.

1.1.7 The NASA drug testing program adheres to the HHS, SAMHSA Mandatory Guidelines for Federal Workplace Drug Testing Programs. If any information in this directive is inconsistent with the Mandatory Guidelines, the Mandatory Guidelines apply.

Note: The HHS's Mandatory Guidelines for Federal Workplace Drug Testing Programs is the Government-wide regulation for Federal workplace drug testing programs. In this directive, the regulation is referred to as the "Mandatory Guidelines."

1.1.8 In accordance with the Mandatory Guidelines, the Agency tests for the following drugs: marijuana, cocaine, amphetamines, opioids (to include oxycodone, oxymorphone, hydrocodone, and hydromorphone), and phencyclidine (PCP).

Note: The list of drugs/controlled substances that an Agency can test for is subject to change. Refer to the most recent version of the Mandatory Guidelines.

1.1.9 In accordance with the Mandatory Guidelines (Section 3.2), the Agency may have a specimen tested for additional drugs/controlled substances on a case-by-case basis when conducting a specimen collection for reasonable suspicion, post-accident, or unsafe practice testing.

1.1.10 Information and reference materials on the Agency's Drug Testing Program are published on the NSSC Drug Testing Web site at: <https://www.nssc.nasa.gov/drugtesting>.

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